

Roadmap for Implementation of Bihar State Policy Statements for Empowerment of Persons with Disabilities



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Introduction

A Better Tomorrow Begins Today

Rapid, sweeping and long-lasting change is altering our planet's environment in an unprecedented manner, while societies are undergoing profound shifts in their demographic makeup and social and economic fabrics. Political agreements, financial incentives or technological solutions alone do not suffice to grapple with the challenges of sustainable development. A holistic approach is required in the process of thinking and action for how to relate the issues and challenges of PwDs with the available services in order to strengthen the demand-supply chain between government and PwDs so as to provide support and bring development in their lives. This is where the state disability policy has a critical role to play. Effective implementation of the policy is about shaping a better tomorrow for all the PwDs in the state – and must be started from today itself.

Bihar State Policy for Empowerment of PwDs

Various national acts for PwDs are in place yet their effective implementation and reach to the target is a matter of major concern. Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act 1995 addressed the prevention & early detection, education, employment, research & human resource development, affirmative action, non –discrimination and social security sectors that brought a remarkable change in the lives of PwDs but was short of provisions for women with disabilities. The PwD act was later amended in the year 2009. Effective implementation of the act and the lacunae in the act remained unaddressed over a decade. In Sept. 2009, the Parliament of India ratified the UNCRPD but till date no advocacy in legislation is seen. Even the recent Rights of Persons with Disabilities Bill 2014 is still in the draft stage and in the queue of cabinet approval.

The Bihar State Disability Policy (which looks into disability in a holistic manner where every facet of life has been valued and included. Self-Representation, Inclusion, Sustainability and Commitment to Quality are the guiding principles of the policy) drafted in the year 2008 and submitted to Govt. of Bihar in 2009 was revisited in 2015 and revised in order to be in line with the UNCRPD. It's now known as the Bihar State Policy for Empowerment of PwDs (BPEPwD). Total 20 categories of disability have been considered in the policy which is in consonance with Rights of Persons with Disabilities Bill, 2014¹. The BPEPwD is now awaiting the cabinet approval. In view that the honorable cabinet may require further inputs in what is expected from the policy, particularly from implementation point of view, a roadmap for effective implementation of BPEPwD is given underneath;

Goal and Objectives

The policy is based on 4 guiding principles namely Self-representation, inclusion, sustainability and commitment to quality with following broad objectives;

1. Inclusion of disability rights, values and practices into government developmental strategies,

¹ <http://www.prsindia.org/uploads/media/Person%20with%20Disabilities/Hindi-%20Person%20with%20Disabilities%20bill.pdf>
27/05/2016

- planning and programs;
2. To develop an integrated management system for the coordination of disability planning, implementation and monitoring in the various line functions of all spheres of government;
 3. Ensuring adequate budget provision in all departments of the state as well as local-self government.
 4. To conduct public education and public awareness campaign for the welfare of the PwDs.
 5. To build Government capacity at all levels for the empowerment of Persons with Disabilities.

Priority Action Areas

There are total 40 policy statements categorized under 9 areas (social, economic, political, cultural, education, health & nutrition, basic infrastructure, special focus and other). The objectives of the policy cover all these policy statements. Hence the objectives are taken as the priority action areas which ones achieved would guarantee the effective implementation of the spirit of the policy.

1. Inclusion of PwDs in Government Strategies & Programmes

Bringing about systemic change will only happen with the effective implementation of the relevant, coherent and comprehensive policy for PwDs entitled “Bihar State Policy for Empowerment of PwDs’ by ministries, coming together and engaging with the private sector, local communities, academics, and civil society. At present, efforts to develop and implement the policies on disability based on cross-sector and multi-stakeholder approaches have shown early promise, but these efforts need to be further coordinated and bolstered.

Action

BPEPWD needs to be seen as an important contributor to bringing in the excellence in sustainable development and poverty alleviation in the life of PwDs and hence to be integrated in the national and state strategies & programmes by inclusion of PwDs in their target groups. BPEPWD is not simply about strengthening the one particular department responsible to overall development of PwDs. For this all the departments needs to be sensitized towards disability and hence ***a multi-sectoral integrated disability awareness strategy addressing various issues of PwDs in addition to their specific disabilities to be developed along with appropriate communication strategies for equal access at service delivery points.*** Inter-sectoral collaboration and convergence with the line departments at all levels (district, block, village & community) for developing strategies & programmes, certification & entitlements, providing services & barrier free environment and ensuring effective implementation is the first and foremost action to be taken on priority for comprehensive growth of PwDs.

Education department to make provision of scholarships for CwSN willing to seek higher education, appropriate curriculum on disability introduced in regular schools & colleges and formulation of adult literacy programmes for PwDs.

An appropriate and effective implementing, administrative and monitoring mechanism, of the set standard especially at municipality block and Panchayat level needs to be developed. BPEPWD

should also become a systematic part of bilateral and multilateral development cooperation frameworks.

Appropriate advocacy for policy amendment in the existing policy and its implementation for ensuring the rights of PwDs in the facets of life ranging from education, health, social security, income generation, sports, art & culture to managing financial affairs & property matters, legal & political rights, disaster management etc. Guidelines on Reasonable Accommodation, Accessibility etc prepared and circulated in all the departments, govt. institutions, schools, colleges and universities. Involvement of PwDs and their representatives in the planning process of accessible environment has been envisaged as they are the ones who know best what problems arise from lack of barrier free access.

Provision of 5% reservation for PwDs and special unemployment allowance to PwDs by Labour Resources department

To strengthen the inclusion of PwDs in the field of education, health and employment few innovative steps in the form of establishment of institutions & halfway homes, increase in reservation quota for PwDs, development of curriculum & training programmes for education & skill development of PwDs and free comprehensive free health care along with access to assistive devices & rehabilitation services for economically weak PwDs are envisaged in the policy. Measures have been suggested in the policy to protect PwDs from abuse and violence and also strengthen political and legal rights of PwDs and increase their participation in politics. Another innovative step at Panchayat level is that of setting up a therapy centre from the Panchayat fund. This would also help in development of a decentralized service delivery system through support of the Gram Panchayat, Community Centre and Community Based Active Group's service system.

Human resource development is the area which needs to be strengthened by recruitment of relevant posts, standardization of salaries of special educators and transfer/posting of the government servants who are parents/caregivers of PwDs. Currently, there is lack of special educators, specialists such as physiotherapists, speech therapists, occupation therapists, etc. Hence the government should ensure that the specialists are available at the district & block level hospitals. An alternative method for availability of specialist at community level, the concept of barefoot therapists should be intervene and promoted. Government should encourage the private sector partnership and formulation of NGOs for successful implementation of the strategies envisaged in the policy. Severely disabled persons and persons with multiple disabilities fall under the high support group. Strategies for providing support and care for these PwDs are also enlisted in the policy. Government should encourage human resource development for PwDs in high support group to ensure that they are benefited by the services.

Government should encourage and fund research on various subject matters such as exploring employment & economic development opportunities for PwDs, responsiveness of PwDs to public services & policies and exploring lifestyle choices, recreation & culture for PwDs, etc.

Expected Outcome

- ✓ Disability awareness generated at various levels of society
- ✓ Appropriate professional staff in size and from relevant fields available for providing services to PwDs
- ✓ PwDs enjoy their rights in all aspects of life – social, economic, cultural and political with equal access as their counterpart.
- ✓ Decentralized service system in place for PwDs

Main Stakeholders

Officials & staff from Stakeholder departments, schools, colleges & institutions, experts from the disability field, media & writers, School children, CwSN, PwDs, parents & care givers of PwDs and community.

2. Develop an Integrated Management System for disability

Action

Today, comprehensive database on PwDs covering the major demographic indicators and other indicators such as their educational, health, economic, employment & livelihood status is not available. Hence a comprehensive database to be developed which in addition to the information on demographic indicators of PwDs, would also provide information on the causes of disability, services, existing research, needs of PwDs and the incidence of impairment. Data collection for the comprehensive database could be done in conjunction with national census other national & state level surveys and household surveys in close collaboration with universities, research institutes and NGOs/DPOs. For this inter-sectoral collaboration and convergence with line departments is a must. This forms another priority area and that is development of appropriate software that would form a disability database would be available in public domain. Government would promote access for PwDs to all aspects of information that affects their lives. Another aspect that could be integrated with the database is a monitoring system in for registering any kind of abuse & violence against girls & WwDs. Based on the cases registered, the Government with appropriate strict actions taken against the guilty.

Next area where an online management system is required is the disability certification. The government of Bihar would establish an online disability certification through development of specific software as other states like Maharashtra and Andhra Pradesh. The software should be made available at all levels of health services that include district, block and PHC level with appropriate staff and specialists in place.

Expected Outcome

- ✓ Comprehensive database on disability available in public domain
- ✓ Hassle free online certification process available for the PwDs

- ✓ Abuse & violence against girls & WwDs addressed appropriately

Main Stakeholders

Science & Technology department, all government departments, PwDs, parents & care givers, society.

3. Capacity building of government officials for effective implementation of BPEPwD

Action

Disability awareness programme and a course on barrier free access has been envisaged in the policy for sensitization of government officials from all the departments and institutions (at all levels) towards disability and the challenges faced by PwDs. Public education programmes that include various forms such as print media, electronic media and local form of communication to spread the message concerning PwDs at large.

Appropriate training programmes for medical & allied health personnel involved in health and rehabilitation services for PwDs, teachers & other school staff engaged in educating CWSN & PwDs, education for private legal practitioners & community legal centres on disability rights, vocational instructors for training PwDs, service providers and other professional & non professionals involved working in pace related to life of PwDs are enlisted in the policy. A cadre of trainers and coaches would be developed during the process of training.

To conduct all these different types of training programmes at various levels, the appropriate curriculum specific to the training needs to be developed along with the training pedagogy. Some of the curriculums as envisaged in the strategies are curriculum on disability for schools, medical education curriculum for medical graduates, curriculum focusing on norms & standards for accessibility for architects, engineers & town planners, curriculum on identification of hearing impairment for social welfare officers, etc.

Expected Outcome

- ✓ Sensitization of government officials and other service delivery officials towards disability
- ✓ Trainers/coaches familiar in various fields such as education, health, sports and arts & culture are available for PwDs.
- ✓ Appropriate training programmes for various service providers working in disability field available along with the curriculum
- ✓ Appropriate and innovative communication material and medium ensured

Main Stakeholders

Government officials, personnel involved in any form of service delivery related to PwDs, experts from various professions for development of curriculum, trainers and facilitators

Strategies

Though strategies for each policy statements along with the mechanism that needs to be followed is mentioned in the table below;

Sr. No.	Sector	Policy Statement	Strategies	Timeline
1.	S O C I A L	<i>To increase social sensitivity and social sentience towards PwDs through various public awareness programmes so that they would live a life of dignity.</i>	1) The development and implementation of a multi-sectoral integrated disability awareness strategy, which would send this message to the different communities through a variety of media.	Awareness Strategy developed by Dec. 2016. Implementation from Jan. 2017 onwards
			2) Disability awareness programs within every line function in government; Increased visibility of PwDs in the government circle, media and in society.	Implementation from Apr. 2017 onwards
2.			3) Implementation of disability awareness projects for journalists and the public broadcaster including the disability rights message as opposed to the “pity” and “heroic” images and the positive use of role models from all groups;	Disability awareness project for media developed by Feb. 2017. Implementation from Apr. 2017 onwards
3.		<i>To speed up awareness generation and increase mantle towards disability prevention measures during and after pregnancy</i>	1) The medical education curriculum shall include prevention and identification of disabilities as one of the subject/ topics for the study of medical graduates.	May 2018 onwards
4.			2) There will be screening facilities made available at block level and efforts will be made to screen young babies.	Jun. 2017 onwards
5.	3) Training of ANM/Anganwadi/ASHA workers on early identification and adolescent health		Jun. 2017 onwards	

Sr. No.	Sector	Policy Statement	Strategies	Timeline	
6.	S O C I A L	To undertake early detection & treatment, distribution of assistive device and development of vocational training programmes in order to rehabilitate the PwDs	1) The appropriate training of people (including physiotherapy, occupational therapy and medical technicians) involved in rehabilitation services. Further the provision of services through Auxiliary Nurse & Midwife (ANMs), Anganwadi workers (AWW) and community workers (ASHA workers).	Training of persons involved in rehabilitation services to be undertaken in phase manner starting from May 2017. The provision of services through ANMs, AWW and ASHA workers should be started by Jun 2016	
7.			2) Development of a decentralized service delivery system through support of the Gram Panchayat and Gram Sabha, Community Centre and Community Based Active Group's such as groups formed under BRLPS.	By Dec. 2016, Buniyad centres would be operational hence the decentralized service delivery system envisaged would become operational by Apr. 2017	
8.			3) Inter-sectoral collaboration in developing services at district and block level. Buniyad to create a joint mechanism of work in conjunction with health, education, ICDS, WASH and PWD departments	Convergence strategy to be prepared by March 2017 after a due process of consultation	
9.			4) Improved health services including early identification and interventions, genetic counselling informed by international human rights norms and best practices, and effective emergency medical intervention.	Apr. 2017 onwards	
10.			5) Provision of appropriate and affordable assistive devices (including electrical and electronic gadgets)	Assistive devices should be readily made available at the Buniyad centre throughout for PwDs of all categories on their demand	
11.			6) The govt. shall take necessary steps for provision and maintenance/replacement of personal assistive device at the block and district level.	June. 2017	
12.			7) Assuring that the existing vocational education initiatives in Bihar are accessible to PwDs, ensuring appropriate participation of primary and secondary stakeholders.	Oct. 2017 onwards	
13.			In addition to the existing social assistance programmes, will develop new comprehensive social security schemes such as insurance to ensure social justice for PwDs	1) Analysis of the existing social assistance programmes and if required evolving a new social security system by the Department of Social Welfare, with particular attention to its incentives / disincentives for empowerment, integration and employment.	Programme developed and sanctioned by Mar. 2018 and implementation from Apr. 2018
14.				2) Developing/Enhancing/ Dovetailing social assistance programme for provision of scholarships, hostels with free boarding & lodging for the ultra poor, extreme vulnerable and PwDs living in tribal areas to encourage and ensure their education.	Initiate from Jun. 2019
15.				3) Developing and initiating safety net schemes for PwDs specific to insurance	Schemes developed and sanctioned by Mar. 2019 and implemented from Apr. 2019

Sr. No.	Sector	Policy Statement	Strategies	Timeline
16.	S O C I A L	<i>The Government shall ensure hassle free online certification process for PwDs and benefit them through single window system</i>	1) Ensure hassle free online certification process for PwDs by technical support from health and transport department.	Oct. 2017 onwards
17.			2) Establishing the single window system in Buniyad centre and ensuring its optimum utilization by PwDs for access to entitlements	25% Buniyad centres covered by Jun. 2017
18.			3) Proper Certification of persons with multiple disabilities such as “deaf-blind and autism” is ensured by the department of health so that they can avail benefits of the state and central government.	Dec. 2017 onwards
19.		<i>The Government shall ensure that PwDs have the right, equally with others, to own or inherit property (movable or immovable), control their financial affairs and have access to bank loans, mortgages and other forms of financial credit and assistance</i>	1) Implementation with proper government notification ensuring the rights of PwDs to own or inherit property, control their financial affairs and have access to bank loans, mortgages and other forms of financial credit and assistance	Mar. 2017

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Sr. No.	Sector	Policy Statement	Strategies	Timeline	
20.	E C O N O M I C	To ensure 5% reservation for PwDs in the vacancies in government, semi-government and all government aided institutions.	1) Representation of PwDs on the employment related state government bodies and councils	Mar. 2021	
21.			2) 5% reservation for PwDs of all categories in state Government, semi-govt. and all govt. aided institutions jobs.	Apr. 2021	
22.			3) Through positive action, Employees with Disabilities should be given the right to take part in upgrading courses, training programs on new technologies, and training on paid educational leave on an equitable basis.	May 2017 onwards	
23.			4) Pre- and in-service programs need to be developed for the orientation and training of vocational instructors in disability-related matters.	Programme developed by Dec. 2019 and training conducted from Apr. 2020 onwards	
24.		Encourage employment in private sector by appropriate skill development of PwDs.	1) Development of a database capturing the work and skill status of PwDs and creation of a skill inventory as a central register with the labour & employment ministry.	Apr. 2018 database available	
25.			2) Skills development of PwDs by deepening their specialized capabilities so that they are able to access incomes through formal sector jobs, through small businesses or community projects.	May 2017 onwards	
26.			3) Given the primary role of agricultural development, exploration of how agricultural work including processing, watershed management and watershed plus can accommodate PwDs, should be included in the overall agricultural development support in Bihar.	Brought in practice by Apr. 2021	
27.			4) Providing PwDs with 'apprenticeships' (opportunities to gain employment experience in actual work situations). This may require adjustments to the built environment and the acquisition/adaptation of appropriate equipment and technology for training and assessment.	May 2018 onwards	
28.			5) Develop and initiate appropriate training standards in line with the market requirement by ensuring the accommodation of the specific training needs of PwD trainees	Developed by Feb. 2019 and initiated from May 2019 onwards	
29.			To encourage PwDs for self employment by providing subsidy and give priority in providing financial assistance to the self help group formed by PwDs. To assist in marketing of the goods produced by them.	1) Raising awareness amongst PwDs of their potential and their opportunities	Jun. 2017 onwards
30.				2) Convergence with JEEViKA for PwDs in rural areas and with Urban livelihood Mission for PwDs in urban areas	Initiate from Dec. 2016
31.		3) To promote and support PwD entrepreneurs by designing specific financial products commensurate with necessary capacity building.		Development of scheme by Feb. 2019 and necessary capacity building from Apr. 2019	
		4) Develop specific state financial products to support Disabled Persons Groups (DPGs), Disabled Persons Organizations (DPOs) in rural and urban areas		Jan. 2020 and effective implementation from May 2020 onwards	

Sr. No.	Sector	Policy Statement	Strategies	Timeline
32.	E C O N O M I C	<i>To ensure their participation in all poverty alleviation schemes</i>	1) Appropriate leadership training of PwDs, members of DPGs, members of DPOs in both rural and urban areas so as to encourage demands from PwDs at the appropriate level	Jun. 2017 onwards
33.		<i>To ensure hassle free practice & creation of barrier-free environment and safety at the workplace</i>	1) Healthy lifestyle promotion in the home, at school, in the workplace and on the sports field	Apr. 2017 onwards
34.			2) Workplace safety audit to be initiated by all relevant departments	Jan. 2017 onwards
35.		<i>The Government will pay special attention to transfer and posting of PwDs in high support group and their parents employed in government, semi-government, State public sector undertaking and government aided organizations to be placed in their hometown or any appropriate place where specifically required care is available</i>	1) GR/ Circulars / notifications from the government issued regarding transfer and posting of PwDs and parents of PwDs from high support group to be placed in their home town or any appropriate place where specifically required care is available	Apr. 2017
36.		<i>The Government shall make specific schemes and provisions for unemployment allowance to all PwDs registered in Employment and Special Employment Exchanges</i>	1) Provision of unemployment allowance to PwDs registered in Employment and Special Employment Exchange	April 2018 onwards
37.		<i>The Government will make appropriate reservation for PwDs under sports quota</i>	1) GR/ Circulars / notifications from the government issued regarding appropriate reservation for PwDs under sports quota	June 2020
38.	<i>The Government shall ensure 5% reservation in all poverty alleviation schemes for PwDs</i>	2) Inter-sectoral collaboration between Govt. Depts, DPOs/NGOs and the private sector focusing on reservation in all poverty alleviation schemes and ensuring employment and entrepreneurship for PwDs.	Collaboration in Jan. 2017 & implementation from Apr. 2017	

Sr. No.	Sector	Policy Statement	Strategies	Timeline	
39.	P O L I T I C A L	To ensure effective participation of PwDs in planning, decision making and governance process	1) Effective implementation of right to vote of PwDs by appropriate awareness and accessible voting booths	Sep 2016 onwards	
			2) The adoption and strict implementation of UNCRPD and regulations to enshrine the principle that PwDs have equitable access and opportunity to play a full part in the electoral process and political life.	Oct. 2016 onwards	
40.				3) The adoption and implementation of mandatory national standards regulating and ensuring equitable access to electoral services be that within existing Voter Registration Sites and Polling Stations or by virtue of offering other election services at home or a different suitable venue.	Oct. 2016 onwards
41.				4) The issuance of guidelines to electoral administrators on all aspects of access to electoral services to support the mandatory national standards.	Oct. 2016 onwards
42.				5) Provision of posters and equipment in voter registration sites and polling stations to allow large print posters of the ballot paper to be displayed and for simple ballot paper or polling aids to be provided in polling stations, thereby benefiting persons with partial sight and voters with multiple disabilities.	Jan. 2017 onwards
43.				6) Arrangement for voting through Brail medium.	May 2017 onwards

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Sr. No.	Sector	Policy Statement	Strategies	Timeline
44.	C U L T U R A L	<i>To ensure equal opportunities in recreation and cultural aeon task for PwDs make the recreation venues, cultural venues, sports complex accessible</i>	1) Adopting & issuing guidelines / standards for social and cultural places to ensure the access and participation of PwDs in the social & cultural activities of the community.	Apr. 2018 onwards
			2) Creating accessible sporting and cultural facilities for PwDs	Apr. 2020 onwards
			3) Ensure accessibility in public infrastructures, public utilities and public places such as recreation centres, halls for social gathering and all infrastructures where the PwDs have right of entry	May 2017 onwards
			4) Adopting & issuing guidelines / standards for access & utilization of common community assets.	Apr. 2017 onwards
			5) Adopting & issuing guidelines / standards for access in the religious places	Apr. 2017 onwards
45.		<i>To ensure their participation in sports and cultural competitions at local, state, national and international levels</i>	1) Ensuring participation and representation of PwDs individually or from DPGs, DPOs in the state, national and international level competitions of PwDs	Apr. 2017 onwards
46.			2) Appropriate capacity building of the PwDs and their organizations for their representation and participation in state, national and international level competitions	Apr. 2017 onwards
47.			3) The training and development of trainers/coaches familiar with sport and arts & culture for PwDs.	Material developed by Oct. 2017 and training initiated from Jan. 2018
48.			4) Public education programs to make the public, PwDs (especially those living in rural areas), sponsors, sports and cultural administrators aware of the different forms of sport and cultural activities for PwDs – locally and at all other levels possible.	Programme developed by Oct. 2017 and implementation from Jan. 2018
49.			5) Sports for PwDs should be 'mainstreamed' as far as possible to increase sponsorship value. In other words, it should be promoted jointly with mainstream events.	Apr. 2018 onwards
50.	6) GR/ Circulars / notifications from the government issued regarding appropriate reservation for PwDs under sports quota		Jan 2017	

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Sr. No.	Sector	Policy Statement	Strategies	Timeline
51.	E D U C A T I O N	<i>To make available free and compulsory education to children with special needs (CwSN) at least upto 18 years old</i>	1) Collaboration with the Bihar Education Project (BEP) and Sarva Shiksha Aabhiyan regarding inclusive education of PwDs and ensure that all identified CwSN are enrolled	Sep. 2016 onwards
52.			2) Ensure that CwSN receive quality education by devising category specific quality standards for CwSN in collaboration with BEP	Dec. 2016
53.			3) Devise a joint monitoring mechanism to ensure the retention, educational attainments and quality assurance of CwSN	Feb. 2017
54.		<i>To develop appropriate teaching system for PwDs.</i>	1) Inclusion of appropriate curriculum on disability in primary & secondary school syllabus	Curriculum prepared by Feb. 2018 and implemented from Jun. 2018
55.			2) Links between education and the world of work need to be strengthened by implementing adult literacy programmes and skill development programmes	Apr. 2018 onwards
56.			3) Effective and relevant research for facilitating higher education with adaptive technology.	Apr. 2019
57.			4) Provision of Adult Basic Education program so that the current adult education program includes PwDs with appropriate curriculum, access & other facilities.	Apr. 2018 onwards
58.			5) Appropriate disability orientation to on-going pre-service and in-service teachers & other school staff.	Jan. 2018 onwards
59.			6) Standardization of salaries of all special educators with the mainstream school teachers in accordance with the state Govt. scale and pattern of TGT and PGT.	By Feb. 2018
60.			7) Appropriate technology development in education and training.	By Jun. 2018

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Sr. No.	Sector	Policy Statement	Strategies	Timeline
61.	E D U C A T I O N	<i>Through inclusive education bring the PwDs in the mainstream of general education system</i>	1) Curriculum development in regular schools to ensure flexibility, addition and adaptation according to the needs of individual learners, regardless of the category to which they seem to belong.	Developed by Dec. 2019 and implementation from Jun. 2020
62.			2) Home based education for severely Persons with Disabilities.	Jun. 2017 onwards
63.			3) Parent empowerment programs to encourage parent involvement in assessment and decision-making concerning their children. These programs need to occur in conjunction with the sensitization of professionals to this need.	On periodic basis starting from Jun. 2018
64.			4) Early access to education for all learners, but in particular for learners with special education needs.	Jun. 2018 onwards
65.			5) Measures towards 100% enrolment of all CwSN in inclusive/special schools in a time bound manner. This will require opening of more special schools to accommodate the backlog.	Mar. 2017
66.		<i>To apply 5% reservation for PwDs in all government/funded/supported institutions of higher education</i>	1) Ensure that all education institutions (primary, secondary, universities, deemed universities) reserves 5% seats for PwDs	Dec. 2016 onwards
67.			2) All education institutions to file compliance report with State Disability Commissioner fulfilling the admission of PwDs in the reserved quota	Dec. 2017 onwards
68.			3) All the existing regular schools, universities & institutions should be suitably adapted and accessible to PwDs.	Jun. 2018
69.			4) Establishment of institutions for higher education for PwDs based on category and student population and 5% reservation for PwDs in the existing institutions of higher education	Jun. 2020
70.			5) Provision of scholarships for students willing to seek higher education in the country and abroad	Apr. 2017

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Sr. No.	Sector	Policy Statement	Strategies	Timeline
71.	HEALTH & NUTRI TION	<i>To ensure availability of appropriate treatment and counselling services at all levels</i>	1) Availability of Physiotherapist, speech therapists and other related services in Government hospitals at the block and the district is a must as they go a long way in rehabilitation of PwDs.	Apr. 2017
72.			2) To provide comprehensive free health services to PwDs	April 2017
73.		<i>To ensure availability of automated electrical assistive device along with appropriate accessories</i>	1) Collaboration with the education department and technology institutions for provision of appropriate assistive devices in accordance with their specific needs	Apr. 2017
74.		<i>To implement appropriate health awareness programmes addressing specific issues such as nutrition, leprosy cure, prevention of blindness, HIV/AIDS, sexually transmitted diseases, etc.</i>	1) Formulation and initiation of health awareness programme addressing the specific issues related to disability and HIV/AIDS, sexually transmitted diseases	Formulation of programme by Feb. 2017 and initiate the same from Jun 2017
75.			2) Formulation and initiation of health awareness programme addressing the specific issues related to reproductive health	
76.		<i>To ensure establishment of special registration and medicine dispensing counter for PwDs in all Govt hospitals, primary health centers including sub-centers.</i>	1) Establishment of special registration and dispensing counter for PwDs at all levels	District level Dec. 2017, PHC level Dec. 2019 and sub-centre level Dec. 2021
77.		<i>Ensure availability of sign language interpreter facilities in all medical facilities of the Govt and local self Govt.</i>	1) Appointment of Sign language interpreters at the district and sub districts level	Mar. 2018

Sr. No.	Sector	Policy Statement	Strategies	Timeline
78.	BASIC INFRA STRUC TURE	<i>To create a barrier free access for PwDs to all government infrastructure and public places by building, modifying and adapting</i>	1) Appropriate accessibility awareness is ensured across the departments through orientation	Dec. 2017
			2) Appropriate Human Resource training - All relevant staff in the central departments and in the local government should attend and complete a course on barrier free access to provide the exposure towards the needs of PwDs. Professionals involved in the construction industry should complete the course as well.	Training module developed by Feb. 2018 and programs conducted from Jun. 2018
			3) To develop an appropriate and effective implementing, administrative and monitoring mechanism to follow the standards especially at municipality, block and Panchayat level	Developed by Feb. 2018 and implemented from Apr. 2018
			4) To develop norms and standards as well as monitoring mechanisms to ensure accessibility in the tourism industry.	Developed by Feb. 2018
79.			5) Intersectional collaboration for the development of communication systems accessible to people with visual, hearing and communication disabilities	Oct. 2017
80.		<i>To ensure 5% preferential allotment of safe and accessible shelter to PwDs and their families</i>	1) 5% of the government housing is reserved for PwDs with accessibility ensured	Apr. 2017 onwards
81.			2) Ensure reserving 5% of the quota on ownership of homes under all national and state schemes with ensured accessibility	Apr. 2017 onwards
82.			3) Special incentive program to encourage the participation of private sector housing facilities.	Program developed by Jan. 2020 & effective from Apr. 2020
83.		<i>To develop accessible and affordable multi-modal public transport system that will meet the needs of PwDs so that smooth transport facility is made available to them.</i>	1) Transport systems to ensure that CWSN reach educational institutions	Apr. 2018 onwards
84.			2) Designing & implementation of a disability awareness and orientation component for the transport industry	Program developed by Dec. 2016 and implementation from Jun. 2017
85.	3) Development of preferential parking places in the city in consultation with the stakeholder.		Apr. 2017 onwards	

Roadmap for Implementation of Bihar State Policy Statements for Empowerment of Persons with Disabilities

Sr. No.	Sector	Policy Statement	Strategies	Timeline
86.	S P E C I A L F O C U S	<i>To ensure creation of barrier free environment for Children with Special Needs (CwSN), where they would enjoy a full and decent life and their dignity, increase in self-reliance and participation in the community is ensured.</i>	1) Curriculum development in regular schools to ensure flexibility, addition and adaptation according to the needs of individual learners, regardless of the category to which they seem to belong.	Developed by Dec. 2019 and implementation by Jun. 2020
			2) Transport systems to ensure that CWSN reach educational institutions	Apr. 2017 onwards
			3) All the existing regular schools, universities & institutions should be suitably adapted and accessible for inclusive education	Jun. 2020
87.			4) Establishment of therapy centre at Panchayat level from the Panchayat fund and wherever required appropriately supported by the state government (3% of the Panchayat fund to be allocated for empowerment of PwDs)	Jun. 2019
			5) Appropriate health and referral services provided to the CwSN and their parents / care givers as per their need	Jan. 2017 onwards
88.			6) Collaboration with the education department and technology institutions for provision of appropriate assistive devices in accordance with their specific needs	Apr. 2017
			7) Provide referral services to those who may be better served by other sources such as state, local or central government agencies, or other advocacy organizations.	May. 2017 onwards

Sr. No.	Sector	Policy Statement	Strategies	Timeline
89.	SP EC IA L FO CU S	<i>To ensure social, economic and political rights of Girls and Women with Disabilities. Be especially vigilant regarding domestic violence and all forms of violence against them and ensure their safety and protection at home, work place and public places</i>	1) Focus on enrolment of girls with disabilities for special, integrated and/ or inclusive education, vocational training and such activities	Sept. 2016 onwards
90.			2) Encouragement to WwDs for self employment loans / schemes as well employment in reserved posts	Sept. 2016 onwards
91.			3) Special drives for creating awareness about recognition of women's role & contribution to the development of family, community, nation and world	Dec 2016 onwards
92.			4) Making health services available to WwDs with special reference to reproductive health	Jun. 2017 onwards
93.			5) Inclusion of women & girls with disabilities in all disability rehabilitation related activities & programs	Sept. 2016 onwards
94.			6) Special monitoring on any kind of abuse & violence against girls & WwDs & appropriate strict actions to be taken against the guilty.	Jan. 2017 onwards
95.			7) Encouragement for formulation of NGOs working for women & girls with disabilities & ensuring appropriate support to their activities.	Jun. 2017 onwards

Sr. No.	Sector	Policy Statement	Strategies	Timeline
96.	SP EC IA L FO CU S	<i>To provide safety and security at community / institutional / mass level to the elderly/aged PwDs</i>	1) Formulation and implementation of adult literacy programme for PwDs with appropriate pedagogy and transaction formats at all levels	Formulation by Jan. 2018 and implementation from Apr. 2018
97.			2) Ensure hassle free online certification process for PwDs by technical support from health and transport department	Jun. 2017 onwards
98.			3) Initiating access audit and implementation of accessibility guidelines to ensure barrier-free access	Jul. 2016 onwards
99.			4) Provide referral services to those who may be better served by other sources such as state, local or central government agencies, or other advocacy organizations.	May. 2017 onwards
100.			5) Analysis of the existing social assistance programmes and if required evolving a new social security system by the Department of Social Welfare, with particular attention to its incentives / disincentives for empowerment, integration and employment.	Programme developed and sanctioned by Mar. 2019 and implementation from Jun. 2019 onwards
101.			6) Developing safety net schemes for PwDs and elderly specific to insurance	Schemes developed by Mar. 2019 and implemented from Apr. 2019

Roadmap for Implementation of Bihar State Policy Statements for Empowerment of Persons with Disabilities

Sr. No.	Sector	Policy Statement	Strategies	Timeline	
102.	S P E C I A L F O C U S	To prepare special action plan for Rescue, Relief and Rehabilitation on for PwDs during natural disasters	Responses to be taken after a disaster -Following a disaster, disability-related responses to support people with existing disabilities and to prevent new disabilities can be classified in two phases: <i>The acute phase</i> - Immediately following a disaster, priority responses include:	Immediately after the disaster	
103.			1) Identifying persons with existing disabilities in temporary shelters and camps		
104.			2) Responding to the specific health care needs of persons with existing disabilities, such as insulin for diabetics, soft mattresses for people with spinal cord injuries and spectacles for people with low vision.		
105.			3) Identifying people with injuries and providing appropriate trauma care to save lives and minimize future functional impairment and disability		
106.			4) Implementing other curative and therapeutic interventions that can prevent disability such as prevention of pressure sores and possible deformities		
107.			5) Transferring people with severe injuries and/or newly acquired disabilities to referral centres for medical rehabilitation. In settings where such centers do not exist, efforts should be made to ensure that such persons are treated by specialists in existing facilities.		
108.			6) Establishing a multi-disciplinary task force to prepare a long-term rehabilitation program, taking into consideration the resources available and socio-economic conditions of the country.		Within a week after the disaster
109.			The reconstruction phase - In the longer-term, priority responses include:		Immediately after the disaster
110.			1) Identifying persons with existing and newly acquired disabilities, and assessing their immediate and long-term needs		Within a month after disaster
111.			2) Conducting mapping of resources and other community assets for meeting basic needs, including general health care and medical rehabilitation services		Within a month after disaster
112.			3) Developing the infrastructure necessary to provide medical rehabilitation services, especially therapy and assistive devices.		Immediately after the trauma care is provided
113.			4) Institute Based Rehabilitation (IBR) or medical rehabilitation is focused on restoring abilities, and should begin soon after emergency trauma care has been provided and continue until the person returns to his/her community.		Apr. 2017 onwards in all identified disaster prone areas
114.			5) Train local health personnel and family members to perform some of the tasks of the various rehabilitation professionals.		Within 6 month after disaster
115.			6) Initiating a comprehensive, multi-sectoral CBR programme is essential to meet the immediate needs of PwDs (access to health care, food, shelter, education and livelihood opportunities) and help them PwDs to make the best possible use of their abilities.		Within 6 month after disaster
			7) Attending to the social needs of PwDs by ensuring their integration with their families and communities and facilitating opportunities for them to earn their livelihood.		Within a yr disaster
	8) The Design for All concepts should be routinely adapted during the reconstruction phase.				

Sr. No.	Sector	Policy Statement	Strategies	Timeline
116.	SPECIAL	<i>Adopt & facilitate the National Mental Health Policy & programmes as well as develop adequate services and ensure the availability & supply of required drugs to combat the mental illness.</i>	1) Proper budget allocation for mental health services	Mar. 2017
117.			2) Initiating implementation of District Mental Health Programs & national Mental Health policy in the state.	Sep. 2016 onwards
118.			3) Certification of mentally ill with IDEAS scale & ensuring appropriate benefits under PwD act for them	Apr. 2018 onwards
119.			4) Ensuring quality rehabilitative services in already existing mental health institutions in the state.	Oct. 2018 onwards
120.			5) Strengthening of psychiatry departments in medical colleges & teaching hospitals	Apr. 2018 onwards
121.			6) Encouraging human resource development in the field of mental health at all levels (Psychiatrists, psychologists, social workers, nurses, neuro surgeons etc.)	Apr. 2020 onwards
122.			7) Orientation and training of existing PHC / appropriate govt. staff in mental health	Apr. 2017onwards
123.			8) Establishment and proper running of appropriate Mental Health Services through PHCs/ District hospitals and such other existing govt. infrastructures.	Oct. 2018 onwards
124.			9) Encouraging formulation of NGOs working in the field of Mental Health	Apr. 2018onwards
125.			10) Encouraging private sector partnership for development of mental health services.	Apr. 2019 onwards
126.			11) Ensuring funding for research in the field of mental health.	Apr. 2017 onwards
127.			12) Proper linkage and collaboration between the two departments – Health and Family Welfare and Dept. of Social Welfare and Panchayati Raj in connection with the services for mentally ill.	Apr. 2017
128.	FOCUS	<i>To promote community care and establish halfway homes in every district</i>	1) Encouraging community based programs for mentally ill or inclusion of mentally ill in other community based programs	Apr. 2017 onwards
129.			2) Establishment of halfway homes in every district	May 2019 onwards

Sr. No.	Sector	Policy Statement	Strategies	Timeline
130.	O T H E R	<i>To provide funding to intense the research & development activities in the disability sector so that inclusion of PwDs in social, economic, political and cultural sector is facilitated</i>	<ol style="list-style-type: none"> 1) Research that contributes to the design of systems that accommodate all citizens, not just the majority (social model of disability) 2) Research exploring employment and economic development opportunities for PwDs 3) Research that informs public services or policies and their responsiveness to PwDs 4) Research that explores effectiveness of long-term support systems centred on the individual. 5) Research that investigates the impact of quality of life for PwDs in the community. 6) Research that explores lifestyle choices, recreation and culture for PwDs 7) Research that develops relevant information technology systems and knowledge for PwDs easy access and use of the systems. 8) Research that promotes access and participation of PwDs in tribal areas on the different government schemes specifically designed and earmarked for tribal. 9) Research that promotes increased participation of WwDs. 10) Research that explores issues facing family and others who support PwDs 11) Research that explores adaptation of plant and machines for increasing employment opportunities in the industrial & other mechanized sectors. 	<p>Apr. 2020</p> <p>Apr. 2018</p> <p>Apr. 2019</p> <p>Apr. 2021</p> <p>Apr. 2021</p> <p>Apr. 2019</p> <p>Apr. 2019</p> <p>Apr. 2018</p> <p>Apr. 2018</p> <p>Apr. 2019</p> <p>Apr. 2021</p>

Roadmap for Implementation of Bihar State Policy Statements for Empowerment of Persons with Disabilities

Sr. No.	Sector	Policy Statement	Strategies	Timeline
131.	O T H E R	<i>To ensure development and availability of appropriately qualified human resources by establishing training centres and/or collaborating with universities, deemed universities and professional organizations</i>	1) Training programs for medical and allied health personnel must be developed to facilitate an understanding of the implications of the delivery of health services within the Social and Human Rights Model.	Program developed by Feb. 2019 and programs from Jun. 2019
132.			2) Pre- and in-service programs need to be developed for the orientation and training of vocational instructors in disability-related matters.	Program developed by Dec. 2019 & trng from Apr. 2020
133.			3) The training and development of trainers/coaches familiar with sport and arts & culture for PwDs	Material developed by Feb. 2020 & trng from Apr. 2020
134.			4) Encouraging human resource development in the field of mental health at all levels (Psychiatrists, psychologists, social workers, nurses, neuro surgeons etc.)	Apr. 2020 onwards
135.			5) All social welfare officers should receive intensive training on social development in appropriate institutes of repute for which a tailor made course should be designed and approved by SAKSHAM	May 2020 onwards
136.			6) Availability of Physiotherapist, speech therapists and other related services in Government hospitals at the block and the district is a must as they go a long way in rehabilitation of PwDs.	May 2020 onwards
137.			7) Encouraging human resource development in the field of multiple disabilities & ensuring appropriate funding for such avenues.	Apr. 2018 onwards
138.			8) All personnel within the Public Sector, who are engaged in any form of service delivery, provision of facilities or goods to the public, to undertake appropriate training to ensure equitable access for PwDs.	Apr. 2018 onwards
139.			9) All service providers within the Private Sector to undertake compulsory certification training to facilitate equitable access to such goods, facilities and services to PwDs.	Apr. 2019 onwards

Roadmap for Implementation of Bihar State Policy Statements for Empowerment of Persons with Disabilities

Sr. No.	Sector	Policy Statement	Strategies	Timeline
140.	O T H E R	To develop and maintain a uniform comprehensive online Management Information System (MIS) on disability	1) Data collection in conjunction with national censuses and household surveys, undertaken in close collaboration with, amongst others, universities, research institutes and NGOs/DPOs.	Jan. 2017 onwards
141.			2) Development of a comprehensive MIS to capture all data related to PwDs with mechanism of sharing and updating information by all the departments relevant to their respective sector	Apr. 2017
142.			3) Development of a database to provide information on the causes of disability, services, existing research, needs of PwDs and the incidence of impairment.	Apr. 2019
143.			4) Promoting access for PwDs to all aspects of information that affects their lives.	Jan. 2017 onwards
144.			5) Special helpline for PwDs created with appropriately trained personnel in place	Apr. 2017 onwards
145.		To follow and comply with the concept and mechanism of reasonable accommodation to ensure PwDs' participation in social, economic, cultural and political spheres.	1) Guidelines on reasonable accommodation prepared and circulated to all the govt. departments, institutions, colleges & universities, public places and public utilities for implementation	Guidelines prepared by Feb. 2017 and implementation from May 2017
146.			2) Encouraging and promoting the concept of reasonable accommodation in corporate and other private sectors of the society	May 2018 onwards

Year-wise target for Policy Compliance

2016

1. **June:** The provision of services through Auxiliary Nurse & Midwife (ANMs), Anganwadi workers (AWW) and community workers (ASHA workers).
2. **June:** Initiating access audit and implementation of accessibility guidelines to ensure barrier-free access
3. **September:** Effective implementation of right to vote of PwDs by appropriate awareness and accessible voting booths
4. **September:** Collaboration with the Bihar Education Project (BEP) and Sarva Shiksha Aabhiyan regarding inclusive education of PwDs and ensure that all identified CwSN are enrolled
5. **September:** Focus on enrolment of girls with disabilities for special, integrated and/ or inclusive education, vocational training and such activities
6. **September:** Encouragement to WwDs for self employment loans / schemes as well employment in reserved posts
7. **September:** Development of a database capturing the work and skill status of PwDs and creation of a skill inventory as a central register with the labour & employment ministry.
8. **September:** Inclusion of women & girls with disabilities in all disability rehabilitation related activities & programs
9. **September:** Initiating implementation of District Mental Health Programs & national Mental Health policy in the state.
10. **October:** The adoption and strict implementation of UNCRPD and regulations to enshrine the principle that PwDs have equitable access and opportunity to play a full part in the electoral process and political life.
11. **October:** The adoption and implementation of mandatory national standards regulating and ensuring equitable access to electoral services be that within existing Voter Registration Sites and Polling Stations or by virtue of offering other election services at home or a different suitable venue.
12. **October:** The issuance of guidelines to electoral administrators on all aspects of access to electoral services to support the mandatory national standards.
13. **December:** A multi-sectoral integrated disability awareness strategy (which would send this message to the different communities through a variety of media) developed.
14. **December:** Convergence with JEEViKA for PwDs in rural areas and with Urban livelihood Mission for PwDs in urban areas
15. **December:** Ensure that CwSN receive quality education by devising category specific quality standards for CwSN in collaboration with BEP
16. **December:** Ensure that all education institutions (primary, secondary, universities, deemed universities) reserves 5% seats for PwDs
17. **December:** Designing of a disability awareness and orientation component for the transport industry

18. **December:** Special drives for creating awareness about recognition of women's role & contribution to the development of family, community, nation and world

2017

1. **January:** The development and implementation of a multi-sectoral integrated disability awareness strategy, which would send this message to the different communities through a variety of media.
2. **January:** Workplace safety audit to be initiated by all relevant departments
3. **January:** Inter-sectoral collaboration between Govt. Depts, DPOs/NGOs and the private sector focusing on reservation in all poverty alleviation schemes and ensuring employment and entrepreneurship for PwDs - Collaboration
4. **January:** Provision of posters and equipment in voter registration sites and polling stations to allow large print posters of the ballot paper to be displayed and for simple ballot paper or polling aids to be provided in polling stations, thereby benefiting persons with partial sight and voters with multiple disabilities.
5. **January:** GR/ Circulars / notifications from the government issued regarding appropriate reservation for PwDs under sports quota
6. **January:** Appropriate health and referral services provided to the CwSN and their parents / care givers as per their need
7. **January:** Special monitoring on any kind of abuse & violence against girls & WwDs & appropriate strict actions to be taken against the guilty.
8. **January:** Data collection in conjunction with national censuses and household surveys, undertaken in close collaboration with, amongst others, universities, research institutes and NGOs/DPOs.
9. **January:** Promoting access for PwDs to all aspects of information that affects their lives.
10. **February:** Disability awareness project for media developed
11. **February:** Device a joint monitoring mechanism to ensure the retention, educational attainments and quality assurance of CwSN
12. **February:** Formulation of health awareness programme addressing the specific issues related to disability and HIV/AIDS, sexually transmitted diseases
13. **February:** Formulation of health awareness programme addressing the specific issues related to reproductive health
14. **February:** Guidelines on reasonable accommodation prepared and circulated to all the govt. departments, institutions, colleges & universities, public places and public utilities for implementation - Guidelines prepared

15. **March:** Inter-sectoral collaboration in developing services at district and block level. Buniyad to create a joint mechanism of work in conjunction with health, education, ICDS, WASH and PWD departments - Convergence strategy to be prepared after a due process of consultation
16. **March:** Implementation with proper government notification ensuring the rights of PwDs to own or inherit property, control their financial affairs and have access to bank loans, mortgages and other forms of financial credit and assistance
17. **March:** Measures towards 100% enrolment of all CwSN in inclusive/special schools in a time bound manner. This will require opening of more special schools to accommodate the backlog.
18. **March:** Proper budget allocation for mental health services
19. **April:** Implementation of disability awareness programs within every line function in government; Increased visibility of PwDs in the government circle, media and in society.
20. **April:** Implementation of disability awareness projects for media (journalists and the public broadcaster including the disability rights message as opposed to the “pity” and “heroic” images) and the positive use of role models from all groups
21. **April:** Development of a decentralized service delivery system through support of the Gram Panchayat and Gram Sabha, Community Centre and Community Based Active Group’s such as groups formed under BRLPS - decentralized service delivery system envisaged would become operational
22. **April:** Improved health services including early identification and interventions, genetic counselling informed by international human rights norms and best practices, and effective emergency medical intervention.
23. **April:** Provision of appropriate and affordable assistive devices (including electrical and electronic gadgets) - Assistive devices should be readily made available at the Buniyad centre throughout for PwDs of all categories on their demand.
24. **April:** Healthy lifestyle promotion in the home, at school, in the workplace and on the sports field
25. **April:** GR/ Circulars / notifications from the government issued regarding transfer and posting of PwDs and parents of PwDs from high support group to be placed in their home town or any appropriate place where specifically required care is available
26. **April:** Inter-sectoral collaboration between Govt. Depts, DPOs/NGOs and the private sector focusing on reservation in all poverty alleviation schemes and ensuring employment and entrepreneurship for PwDs - Implementation
27. **April:** Adopting & issuing guidelines / standards for access & utilization of common community assets.
28. **April:** Adopting & issuing guidelines / standards for access in the religious places
29. **April:** Ensuring participation and representation of PwDs individually or from DPGs, DPOs in the state, national and international level competitions of PwDs

30. **April:** Appropriate capacity building of the PwDs and their organizations for their representation and participation in state, national and international level competitions
31. **April:** Provision of scholarships for students willing to seek higher education in the country and abroad
32. **April:** Availability of Physiotherapist, speech therapists and other related services in Government hospitals at the block and the district is a must as they go a long way in rehabilitation of PwDs.
33. **April:** Collaboration with the education department and technology institutions for provision of appropriate assistive devices in accordance with their specific needs
34. **April:** 5% of the government housing is reserved for PwDs with accessibility ensured
35. **April:** To provide comprehensive free health services to PwDs
36. **April:** Ensure reserving 5% of the quota on ownership of homes under all national and state schemes with ensured accessibility
37. **April:** Development of preferential parking places in the city in consultation with the stakeholder
38. **April:** Transport systems to ensure that CWSN reach educational institutions
39. **April:** Collaboration with the education department and technology institutions for provision of appropriate assistive devices in accordance with their specific needs
40. **April:** Train local health personnel and family members to perform some of the tasks of the various rehabilitation professionals - in all identified disaster prone areas
41. **April:** Orientation and training of existing PHC / appropriate govt. staff in mental health
42. **April:** Ensuring funding for research in the field of mental health.
43. **April:** Proper linkage and collaboration between the two departments – Health and Family Welfare and Dept. of Social Welfare and Panchayati Raj in connection with the services for mentally ill.
44. **April:** Encouraging community based programs for mentally ill or inclusion of mentally ill in other community based programs
45. **April:** Development of a comprehensive MIS to capture all data related to PwDs with mechanism of sharing and updating information by all the departments relevant to their respective sector
46. **April:** Special helpline for PwDs created with appropriately trained personnel in place
47. **May:** The appropriate training of people (including physiotherapy, occupational therapy and medical technicians) involved in rehabilitation services - Training of persons involved in rehabilitation services to be undertaken in phase manner

48. **May:** Through positive action, Employees with Disabilities should be given the right to take part in upgrading courses, training programs on new technologies, and training on paid educational leave on an equitable basis.
49. **May:** Skills development of PwDs by deepening their specialized capabilities so that they are able to access incomes through formal sector jobs, through small businesses or community projects.
50. **May:** Arrangement for voting through Brail medium.
51. **May:** Ensure accessibility in public infrastructures, public utilities and public places such as recreation centres, halls for social gathering and all infrastructures where the PwDs have right of entry
52. **May:** Provide referral services to those who may be better served by other sources such as state, local or central government agencies, or other advocacy organizations.
53. **May:** Provide referral services to those who may be better served by other sources such as state, local or central government agencies, or other advocacy organizations.
54. **May:** Implementation of guidelines on reasonable accommodation prepared and circulated to all the govt. departments, institutions, colleges & universities, public places and public utilities for implementation
55. **June:** Implementation of a disability awareness and orientation component for the transport industry
56. **June:** There will be screening facilities made available at block level and efforts will be made to screen young babies.
57. **June:** The govt. shall take necessary steps for provision and maintenance/replacement of personal assistive device at the block and district level.
58. **June:** Training of ANM/Anganwadi/ASHA workers on early identification and adolescent health
59. **June:** Raising awareness amongst PwDs of their potential and their opportunities
60. **June:** Appropriate leadership training of PwDs, members of DPGs, members of DPOs in both rural and urban areas so as to encourage demands from PwDs at the appropriate level
61. **June:** Establishing the single window system in Buniyad centre and ensuring its optimum utilization by PwDs for access to entitlements -25% Buniyad centres
62. **June:** Home based education for severely Persons with Disabilities.
63. **June:** Initiation of health awareness programme addressing the specific issues related to disability and HIV/AIDS, sexually transmitted diseases
64. **June:** Initiation of health awareness programme addressing the specific issues related to reproductive health
65. **June:** Making health services available to WwDs with special reference to reproductive health

66. **June:** Encouragement for formulation of NGOs working for women & girls with disabilities & ensuring appropriate support to their activities.
67. **June:** Ensure hassle free online certification process for PwDs by technical support from health and transport department
68. **October:** Assuring that the existing vocational education initiatives in Bihar are accessible to PwDs, ensuring appropriate participation of primary and secondary stakeholders.
69. **October:** Ensure hassle free online certification process for PwDs by technical support from health and transport department.
70. **October:** The training and development of trainers/coaches familiar with sport and arts & culture for PwDs - Material developed by Oct. 2017 and training initiated from Jan. 2018
71. **October:** Public education programs to make the public, PwDs (especially those living in rural areas), sponsors, sports and cultural administrators aware of the different forms of sport and cultural activities for PwDs – locally and at all other levels possible - Programme developed
72. **October:** Intersectional collaboration for the development of communication systems accessible to people with visual, hearing and communication disabilities
73. **December:** Proper Certification of persons with multiple disabilities such as “deaf-blind and autism” is ensured by the department of health so that they can avail benefits of the state and central government.
74. **December:** All education institutions to file compliance report with State Disability Commissioner fulfilling the admission of PwDs in the reserved quota
75. **December:** Establishment of special registration and dispensing counter for PwDs at all levels - District level
76. **December:** Appropriate accessibility awareness is ensured across the departments through orientation

2018

1. **January:** Public education programs to make the public, PwDs (especially those living in rural areas), sponsors, sports and cultural administrators aware of the different forms of sport and cultural activities for PwDs – locally and at all other levels possible - implementation
2. **January:** Appropriate disability orientation to on-going pre-service and in-service teachers & other school staff.
3. **January:** Formulation of adult literacy programme for PwDs with appropriate pedagogy and transaction formats at all levels
4. **February:** Inclusion of appropriate curriculum on disability in primary & secondary school syllabus - Curriculum prepared
5. **February:** Standardization of salaries of all special educators with the mainstream school teachers in accordance with the state Govt. scale and pattern of TGT and PGT.

6. **February:** Appropriate Human Resource training - All relevant staff in the central departments and in the local government should attend and complete a course on barrier free access to provide the exposure towards the needs of PwDs. Professionals involved in the construction industry should complete the course as well - Training module developed
7. **February:** To develop an appropriate and effective implementing, administrative and monitoring mechanism to follow the standards especially at municipality, block and Panchayat level - Developed
8. **February:** To develop norms and standards as well as monitoring mechanisms to ensure accessibility in the tourism industry.
9. **March:** Analysis of the existing social assistance programmes and if required evolving a new social security system by the Department of Social Welfare, with particular attention to its incentives / disincentives for empowerment, integration and employment. - Programme developed and sanctioned
10. **March:** Appointment of Sign language interpreters at the district and sub districts level
11. **April:** Analysis of the existing social assistance programmes and if required evolving a new social security system by the Department of Social Welfare, with particular attention to its incentives / disincentives for empowerment, integration and employment – Implementation
12. **April:** Development of a database capturing the work and skill status of PwDs and creation of a skill inventory as a central register with the labour & employment ministry – database available
13. **April:** Provision of unemployment allowance to PwDs registered in Employment and Special Employment Exchange
14. **April:** Adopting & issuing guidelines / standards for social and cultural places to ensure the access and participation of PwDs in the social & cultural activities of the community.
15. **April:** Sports for PwDs should be 'mainstreamed' as far as possible to increase sponsorship value. In other words, it should be promoted jointly with mainstream events.
16. **April:** Links between education and the world of work need to be strengthened by implementing adult literacy programmes and skill development programmes
17. **April:** Provision of Adult Basic Education program so that the current adult education program includes PwDs with appropriate curriculum, access & other facilities.
18. **April:** Effective implementation of monitoring mechanism to follow the standards especially at municipality, block and Panchayat level
19. **April:** Transport systems to ensure that CWSN reach educational institutions
20. **April:** Implementation of adult literacy programme for PwDs with appropriate pedagogy and transaction formats at all levels

21. **April:** Certification of mentally ill with IDEAS scale & ensuring appropriate benefits under PwD act for them
22. **April:** Strengthening of psychiatry departments in medical colleges & teaching hospitals
23. **April:** Encouraging formulation of NGOs working in the field of Mental Health
24. **April:** Research exploring employment and economic development opportunities for PwDs
25. **April:** Research that promotes access and participation of PwDs in tribal areas on the different government schemes specifically designed and earmarked for tribal.
26. **April:** Research that promotes increased participation of WwDs.
27. **April:** Encouraging human resource development in the field of multiple disabilities & ensuring appropriate funding for such avenues.
28. **April:** All personnel within the Public Sector, who are engaged in any form of service delivery, provision of facilities or goods to the public, to undertake appropriate training to ensure equitable access for PwDs.
29. **May:** The medical education curriculum shall include prevention and identification of disabilities as one of the subject/ topics for the study of medical graduates.
30. **May:** Providing PwDs with 'apprenticeships' (opportunities to gain employment experience in actual work situations). This may require adjustments to the built environment and the acquisition/adaptation of appropriate equipment and technology for training and assessment.
31. **May:** Encouraging and promoting the concept of reasonable accommodation in corporate and other private sectors of the society
32. **June:** Inclusion of appropriate curriculum on disability in primary & secondary school syllabus – implementation
33. **June:** Appropriate technology development in education and training.
34. **June:** Parent empowerment programs to encourage parent involvement in assessment and decision-making concerning their children. These programs need to occur in conjunction with the sensitization of professionals to this need - On periodic basis
35. **June:** Early access to education for all learners, but in particular for learners with special education needs.
36. **June:** All the existing regular schools, universities & institutions should be suitably adapted and accessible to PwDs.
37. **June:** Appropriate Human Resource training - All relevant staff in the central departments and in the local government should attend and complete a course on barrier free access to provide the exposure towards the needs of PwDs. Professionals involved in the construction industry should complete the course as well - Programs conducted
38. **October:** Ensuring quality rehabilitative services in already existing mental health institutions in the state.

39. **October:** Establishment and proper running of appropriate Mental Health Services through PHCs/ District hospitals and such other existing govt. infrastructures.

2019

1. **February:** Develop appropriate training standards in line with the market requirement by ensuring the accommodation of the specific training needs of PwD trainees
2. **February:** To promote and support PwD entrepreneurs by designing specific financial products commensurate with necessary capacity building - Development of scheme
3. **February:** Training programs for medical and allied health personnel must be developed to facilitate an understanding of the implications of the delivery of health services within the Social and Human Rights Model - Program developed
4. **March:** Develop safety net schemes for PwDs specific to insurance
5. **March:** Analysis of the existing social assistance programmes and if required evolving a new social security system by the Department of Social Welfare, with particular attention to its incentives / disincentives for empowerment, integration and employment - Programme developed and sanctioned
6. **March:** Developing safety net schemes for PwDs and elderly specific to insurance - Schemes developed
7. **April:** Initiating safety net schemes for PwDs specific to insurance
8. **April:** To promote and support PwD entrepreneurs by designing specific financial products commensurate with necessary capacity building - necessary capacity building
9. **April:** Effective and relevant research for facilitating higher education with adaptive technology.
10. **April:** Developing safety net schemes for PwDs and elderly specific to insurance implemented
11. **April:** Encouraging private sector partnership for development of mental health services.
12. **April:** Research that informs public services or policies and their responsiveness to PwDs
13. **April:** Research that explores lifestyle choices, recreation and culture for PwDs
14. **April:** Research that develops relevant information technology systems and knowledge for PwDs easy access and use of the systems.
15. **April:** Research that explores issues facing family and others who support PwDs

16. **April:** All service providers within the Private Sector to undertake compulsory certification training to facilitate equitable access to such goods, facilities and services to PwDs.
17. **April:** Development of a database to provide information on the causes of disability, services, existing research, needs of PwDs and the incidence of impairment.
18. **May:** Initiate appropriate training standards in line with the market requirement by ensuring the accommodation of the specific training needs of PwD trainees
19. **May:** Establishment of halfway homes in every district
20. **June:** Developing/Enhancing/ Dovetailing social assistance programme for provision of scholarships, hostels with free boarding & lodging for the ultra poor, extreme vulnerable and PwDs living in tribal areas to encourage and ensure their education.
21. **June:** Establishment of therapy centre at Panchayat level from the Panchayat fund and wherever required appropriately supported by the state government (3% of the Panchayat fund to be allocated for empowerment of PwDs)
22. **June:** Analysis of the existing social assistance programmes and if required evolving a new social security system by the Department of Social Welfare, with particular attention to its incentives / disincentives for empowerment, integration and employment - Implementation
23. **June:** Training programs for medical and allied health personnel must be developed to facilitate an understanding of the implications of the delivery of health services within the Social and Human Rights Model – conducting programs
24. **December:** Pre- and in-service programs need to be developed for the orientation and training of vocational instructors in disability-related matters - Programme developed
25. **December:** Curriculum development in regular schools to ensure flexibility, addition and adaptation according to the needs of individual learners, regardless of the category to which they seem to belong - Developed
26. **December:** Establishment of special registration and dispensing counter for PwDs at all levels - PHC level
27. **December:** Curriculum development in regular schools to ensure flexibility, addition and adaptation according to the needs of individual learners, regardless of the category to which they seem to belong.
28. **December:** Pre- and in-service programs need to be developed for the orientation and training of vocational instructors in disability-related matters - Program developed

2020

1. **January:** Develop specific state financial products to support Disabled Persons Groups (DPGs), Disabled Persons Organizations (DPOs) in rural and urban areas
2. **January:** Special incentive program to encourage the participation of private sector housing facilities - Program developed
3. **February:** The training and development of trainers/coaches familiar with sport and arts & culture for PwDs – material developed
4. **April:** Pre- and in-service programs need to be developed for the orientation and training of vocational instructors in disability-related matters - training conducted
5. **April:** Creating accessible sporting and cultural facilities for PwDs
6. **April:** Special incentive program to encourage the participation of private sector housing facilities - effective implementation
7. **April:** Encouraging human resource development in the field of mental health at all levels (Psychiatrists, psychologists, social workers, nurses, neuro surgeons etc.)
8. **April:** Research that contributes to the design of systems that accommodate all citizens, not just the majority (social model of disability)
9. **April:** Pre- and in-service programs need to be developed for the orientation and training of vocational instructors in disability-related matters – conducting training
10. **April:** The training and development of trainers/coaches familiar with sport and arts & culture for PwDs – conducting training
11. **April:** Encouraging human resource development in the field of mental health at all levels (Psychiatrists, psychologists, social workers, nurses, neuro surgeons etc.)
12. **May:** Develop specific state financial products to support Disabled Persons Groups (DPGs), Disabled Persons Organizations (DPOs) in rural and urban areas - effective implementation
13. **May:** All social welfare officers should receive intensive training on social development in appropriate institutes of repute for which a tailor made course should be designed and approved by SAKSHAM
14. **May:** Availability of Physiotherapist, speech therapists and other related services in Government hospitals at the block and the district is a must as they go a long way in rehabilitation of PwDs.
15. **June:** GR/ Circulars / notifications from the government issued regarding appropriate reservation for PwDs under sports quota
16. **June:** Curriculum development in regular schools to ensure flexibility, addition and adaptation according to the needs of individual learners, regardless of the category to which they seem to belong - Implementation

17. **June:** Establishment of institutions for higher education for PwDs based on category and student population and 5% reservation for PwDs in the existing institutions of higher education
18. **June:** Implementation - curriculum developed in regular schools to ensure flexibility, addition and adaptation according to the needs of individual learners, regardless of the category to which they seem to belong
19. **June:** All the existing regular schools, universities & institutions should be suitably adapted and accessible for inclusive education

2021

1. **March:** Representation of PwDs on the employment related state government bodies and councils
2. **April:** 5% reservation for PwDs of all categories in state Government, semi-govt. and all govt. aided institutions jobs.
3. **April:** Given the primary role of agricultural development, exploration of how agricultural work including processing, watershed management and watershed plus can accommodate PwDs, should be included in the overall agricultural development support in Bihar.
4. **April:** Research that explores effectiveness of long-term support systems centred on the individual.
5. **April:** Research that investigates the impact of quality of life for PwDs in the community.
6. **April:** Research that explores adaptation of plant and machines for increasing employment opportunities in the industrial & other mechanized sectors.
7. **December:** Establishment of special registration and dispensing counter for PwDs at all levels - sub-centre level

Monitoring and Evaluation

The government will ensure that suo motu disclosure of information on disability is available in public domain in accordance with RTI.

Institutional Mechanisms for the Successful Implementation of the Policy

- (1) Social Welfare Department would be the nodal department for the policy implementation and would implement, monitor, evaluate & analyze and conduct annual review & prepare report of policies and programmes related to empowerment of PwDs. For this purpose, a separate Directorate of Social Security and Disability has been established.
- (2) To ensure the implementation of the policy would be the responsibility of all the relevant departments. All the relevant departments in line with their respective areas of operation mentioned under the policy and based on the specified tasks would prepare the action plans along with budgetary provisions and execute the same within the set timeline. For this purpose, each department will nominate a nodal officer at state level, who would monitor the implementation of departmental schemes in the light of disability. Quarterly reports by the respective nodal officers would be made available to the Directorate of Social Security and Disability. Local Municipal Bodies and Panchayati Raj Institutions would play an important role in the implementation of the policy. These institutions would include components related to disability in their projects.
- (3) In addition to their statutory obligations at the state level, the State Commissioner disability would play a major role in the implementation of the state policy
- (4) Government shall arrange for necessary research regarding impact assessments of disability plans & programmes and based on the results would make necessary improvements.

Creation and Monitoring of the Integrated Action Plan

- (1) **Integrated Action Plan** – All relevant departments would prepare action plan in line with the policy and Social Welfare Department would consolidate the same and present to the committee of departmental Principal Secretary/Secretaries constituted and headed by the Chief Secretary for approval. According to approved integrated action plan, concerned departments would undertake implementation.
- (2) **Review and Monitoring** – state level monitoring committee headed by the Chief Secretary would each year review the implementation of work-plan. State level monitoring Committee constituted for supervision & review of the goals & relevant programmes related to Human Development Mission headed by Chief Minister, would review the monitoring points of the action plan in the light of this policy from time to time.
- (3) **Monitoring Indicators** – Following monitoring indicators could be used for the implementation and evaluation of the policy;
 - (a) Enrollment rate and dropout rate of the CwSN in the school / colleges, available number

of educational institutions for them, schools and colleges comprising of infrastructure facility, courses related to disability topics, etc.

- (b) **Social Empowerment** – Access for PwDs to schemes, number of established institutions for the purpose of protection and rehabilitation of PwDs, percentage of budget allocation for PwDs in the general budget, status of marriages promoted, etc.
- (c) **Economic Empowerment** – Participation rate of PwDs in employment and self employment, the rate of their finance and credit creation, their proportion in training and skills development, condition of infrastructure facility at the workplace, etc
- (d) **Political Empowerment** - The number of PwD representatives, proportion of PwDs in the Panchayats / Municipalities / cooperative organizations etc.

Budget

The Government shall ensure that appropriate budgetary provisions are made to provide the support services to the PwDs as envisaged in the policy.

Budget Projection

This budget has been calculated on the basis of the number of PwDs in different age group. The age group has primarily been divided in major 4 categories. The first category being 0 to 4 yrs, where the major emphasis is on early identification and early intervention, the second category is the school going age. However the school going age has been considered up to the age of 18 yrs, which is much higher than the conventional age of 14 yrs. This is primarily because of certain categories of PwDs who require longer duration in the school. The third category is PwDs in employable age whose livelihood planning and other social aspects need to be considered and the last category is the PwDs who are elderly. Hence the budget title have been suggested accordingly which is of direct concern to the PwDs. While some of the components of the budget have multiple sectors whereas a few of them are standalone departments from where the budget support has been envisaged.

The amount of the budget has been calculated from the available departmental published data of Govt. of Bihar. 3% of the total budget of each department has been maintained as a norm for disability sector. Therefore, the budget proposed, already exists within each department as hidden, has been made explicit in the allocation.

Sl. No	Component	Yearly (Rs .crores)	Budget for 5 years	Sectoral Percentage of Share
1.	Social	289	1445	20
2.	Economic	260	1300	18
3.	Political	29	144	2
4.	Cultural	29	144	2
5.	Education	217	1083	15
6.	Health & Nutrition	144	722	10
7.	Basic Infrastructure	361	1806	25
8.	Special Focus	72	72	5
9.	Other	43	43	3
	Total	1445	7223	100

Thus the policy envisages a total of Rs. 1445 crores as an annual budget